

**REMARKS/ARGUMENTS**

Favorable reconsideration of this application as presently amended and in light of the following discussion is respectfully requested.

Claims 1-22 are pending in the present application. Claims 1-19, 21 and 22 are amended by the present amendment.

In the outstanding Office Action, the title was objected to; Claims 1, 4, 5, 8, 9, 15, 16 and 22 were rejected under 35 U.S.C. § 112, second paragraph; and Claims 1-22 were rejected under 35 U.S.C. § 102(b) as anticipated by Bonnstetter et al.

Regarding the objection to the title, the title is amended in light of the comments noted in the outstanding Office Action. Accordingly, it is respectfully requested the objection to the title be withdrawn.

Further, regarding the rejection of Claims 1, 4, 5, 8, 9, 15, 16 and 22 under 35 U.S.C. § 112, second paragraph, these claims are amended in light of the comments noted in the outstanding Office Action. Accordingly, it is respectfully requested this rejection be withdrawn.

Claims 1-22 were rejected under 35 U.S.C. § 102(b) as anticipated by Bonnstetter et al. This rejection is respectfully traversed.

Independent Claim 1 is directed to a selection system including a processor. The processor calculates a correlation coefficient representing a correlation between information representing work done by target people and an evaluation value numerically representing a response to each of a plurality of questions, support for which is found in the specification at least at page 14, lines 12-16. Further, the processor selects factors reliably contributing to enhance the target peoples will to achieve results from a plurality of candidates of factors. Independent Claims 4, 5, 8 and 9 include similar features.

In a non-limiting example, Figure 7 shows the mean value data 350 includes data items of "office name," "mean value of sales amount according to office," and "mean value of answers corresponding to a particular factor." The controller 111 reads out the mean value data 300 according to the response from the HDD 112. The controller then obtains a correlation coefficient  $\lambda_1$  of each factor and answers of respondents based on the mean value data 300 to generate correlation coefficient data 400 according to respondent, as shown in Figure 8A, and stores the created correlation coefficient data 400 in the HDD 112 (step S6), as described in the specification at page 17, lines 8-15.

As an advantage, the controller 111 can determine the levels of the factors highly contributing to enhance workers' will to achieve business results. Thus, it is possible to acquire information to give adequate instructions to enhance the workers' will to achieve business results (see the specification at page 24, lines 7-11).

In contrast, Bonnstetter et al merely discusses a system for "predicting the success of an individual for a particular job" (see column 1, lines 11-15 of Bonnstetter et al), which differs from the present invention in which factors are selected to enhance target peoples will to achieve results. Moreover, the system of Bonnstetter et al only describes predicting "potential success based on an analysis of information relating to both behavior and values of an individual" (see column 2, lines 23-27), which teaches away from the present invention that calculates a correlation coefficient representing correlation between the work done by target people and an evaluation value representing the response to questions. In the system of Bonnstetter et al no consideration is given to work done by an individual.

Accordingly, it is respectfully submitted that independent Claims 1, 4, 5, 8 and 9 and each of the claims depending therefrom patentably distinguish over Bonnstetter et al.

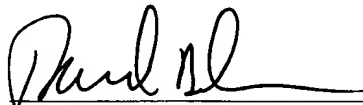
In addition, Claims 1-19, 21 and 22 and the specification are amended to correct minor informalities, Claims 15 and 16 are further amended to depend on Claims 9 and 5,

respectively, and Claims 10 and 11 are amended to depend on Claim 15. It is believed no new matter is added.

Consequently, in light of the above discussion and in view of the present amendment this application is believed to be in condition for allowance and an early and favorable action to that effect is respectfully requested.

Respectfully submitted,

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